



HUB SUBCONTRACTING PLAN (HSP)

In accordance with Texas Gov't Code §2161.252, the contracting agency has determined that subcontracting opportunities are probable under this contract. Therefore, all respondents, including State of Texas certified Historically Underutilized Businesses (HUBs) must complete and submit this State of Texas HUB Subcontracting Plan (HSP) with their response to the bid requisition (solicitation).

NOTE: Responses that do not include a completed HSP shall be rejected pursuant to Texas Gov't Code §2161.252(b).

The HUB Program promotes equal business opportunities for economically disadvantaged persons to contract with the State of Texas in accordance with the goals specified in the 2009 State of Texas Disparity Study. The statewide HUB goals defined in 34 Texas Administrative Code (TAC) §20.13 are:

- **11.2 percent for heavy construction other than building contracts,**
- **21.1 percent for all building construction, including general contractors and operative builders contracts,**
- **32.7 percent for all special trade construction contracts,**
- **23.6 percent for professional services contracts,**
- **24.6 percent for all other services contracts, and**
- **21 percent for commodities contracts.**

- - Agency Special Instructions/Additional Requirements - -

In accordance with 34 TAC §20.14(d)(1)(D)(iii), a respondent (prime contractor) may demonstrate good faith effort to utilize Texas certified HUBs for its subcontracting opportunities if the total value of the respondent's subcontracts with Texas certified HUBs meets or exceeds the statewide HUB goal or the agency specific HUB goal, whichever is higher. When a respondent uses this method to demonstrate good faith effort, the respondent must identify the HUBs with which it will subcontract. If using existing contracts with Texas certified HUBs to satisfy this requirement, only contracts that have been in place for five years or less shall qualify for meeting the HUB goal. This limitation is designed to encourage vendor rotation as recommended by the 2009 Texas Disparity Study.

For assistance in completing the HSP, contact the HUB Coordinator, Bernadette Davis at bernadette.davis@dir.texas.gov.

DIR's HUB Goal for this bidding opportunity is 24.6 %

SECTION 1 RESPONDENT AND REQUISITION INFORMATION

- | | | | | |
|----|---|-------------------------------|-----------------------|--------------------------|
| a. | Respondent (Company) Name: | <u>ConnectTel, Inc.</u> | State of Texas VID #: | <u>1-74-277-1048-200</u> |
| | Point of Contact: | <u>Kannan Kaliyur</u> | Phone #: | <u>512-338-1111 x101</u> |
| | E-mail Address: | <u>kannank@connecttel.com</u> | Fax #: | <u>512-918-0449</u> |
| b. | Is your company a State of Texas certified HUB? <input checked="" type="checkbox"/> - Yes <input type="checkbox"/> - No | | | |
| c. | Requisition #: | <u>RFO DIR-SDD-TMP-204</u> | Bid Open Date: | <u>April 15, 2013</u> |

SECTION 2 SUBCONTRACTING INTENTIONS

After dividing the contract work into reasonable lots or portions to the extent consistent with prudent industry practices, and taking into consideration the scope of work to be performed under the proposed contract, including all potential subcontracting opportunities, the respondent must determine what portions of work, including goods and services, will be subcontracted. Note: In accordance with 34 TAC §20.11., an "Subcontractor" means a person who contracts with a prime contractor to work, to supply commodities, or to contribute toward completing work for a governmental entity.

a. Check the appropriate box (Yes or No) that identifies your subcontracting intentions:

☐ - **Yes**, I will be subcontracting portions of the contract. (If **Yes**, complete Item b, of this SECTION and continue to Item c of this SECTION.)

☒ - **No**, I will not be subcontracting any portion of the contract, and I will be fulfilling the entire contract with my own resources. (If **No**, continue to SECTION 3 and SECTION 4.)

b. List all the portions of work (subcontracting opportunities) you will subcontract. Also, based on the total value of the contract, identify the percentages of the contract you expect to award to Texas certified HUBs, and the percentage of the contract you expect to award to vendors that are not a Texas certified HUB (i.e., Non-HUB).

| Item # | Subcontracting Opportunity Description | HUBs | | Non-HUBs |
|---|--|--|--|---|
| | | Percentage of the contract expected to be subcontracted to HUBs with which you have a <u>continuous contract*</u> in place for five (5) years or less. | Percentage of the contract expected to be subcontracted to HUBs with which you have a <u>continuous contract*</u> in place for more than five (5) years. | Percentage of the contract expected to be subcontracted to non-HUBs . |
| 1 | | % | % | % |
| 2 | | % | % | % |
| 3 | | % | % | % |
| 4 | | % | % | % |
| 5 | | % | % | % |
| 6 | | % | % | % |
| 7 | | % | % | % |
| 8 | | % | % | % |
| 9 | | % | % | % |
| 10 | | % | % | % |
| 11 | | % | % | % |
| 12 | | % | % | % |
| 13 | | % | % | % |
| 14 | | % | % | % |
| 15 | | % | % | % |
| Aggregate percentages of the contract expected to be subcontracted: | | % | % | % |

(Note: If you have more than fifteen subcontracting opportunities, a continuation sheet is available online at <http://window.state.tx.us/procurement/prog/hub/hub-subcontracting-plan/>)

c. Check the appropriate box (Yes or No) that indicates whether you will be using only Texas certified HUBs to perform all of the subcontracting opportunities you listed in SECTION 2, Item b.

☐ - **Yes** (If **Yes**, continue to SECTION 4 and complete an "HSP Good Faith Effort - Method A (Attachment A)" for each of the subcontracting opportunities you listed.)

☐ - **No** (If **No**, continue to Item d, of this SECTION.)

d. Check the appropriate box (Yes or No) that indicates whether the **aggregate expected percentage** of the contract you will subcontract with Texas certified HUBs with which you have a continuous contract* in place with for five (5) years or less **meets or exceeds** the HUB goal the contracting agency identified on page 1 in the "Agency Special Instructions/Additional Requirements".

☐ - **Yes** (If **Yes**, continue to SECTION 4 and complete an "HSP Good Faith Effort - Method A (Attachment A)" for each of the subcontracting opportunities you listed.)

☐ - **No** (If **No**, continue to SECTION 4 and complete an "HSP Good Faith Effort - Method B (Attachment B)" for each of the subcontracting opportunities you listed.)

Enter your company's name here:

ConnectTel, Inc.

Requisition #: **RFO DIR-SDD-TMP-204**

SECTION 3 SELF PERFORMING JUSTIFICATION (If you responded "No" to SECTION 2, Item a, you must complete this SECTION and continue to SECTION 4.)

Check the appropriate box (Yes or No) that indicates whether your response/proposal contains an explanation demonstrating how your company will fulfill the entire contract with its own resources.

- ☐ - **Yes** (If **Yes**, in the space provided below **list the specific page(s)/section(s)** of your proposal which explains how your company will perform the entire contract with its own equipment, supplies, materials and/or employees.)
- ☒ - **No** (If **No**, in the space provided below **explain how** your company will perform the entire contract with its own equipment, supplies, materials and/or employees.)

ConnectTel is an equal opportunity employer and a certified HUB vendor with the State of Texas (certification number 1742771048200 with expiration date of 27 September 2016). ConnectTel has been in business for over 17 years with experience in many aspects of Information Technology. ConnectTel also has a very diverse team. We have demonstrated our capability by providing services worth over \$1.4 million dollars as a HUB subcontractor for the State of Texas over the last 3 years. We have all the necessary infrastructure, qualifications, experience, equipment, supplies, materials and employees that will allow us to perform this entire contract.

We have a local office in Austin, Texas at 11824 Jollyville Road, Suite 402 Austin, Texas 78759. In addition to our extensive experience in software engineering and IT project management, we fulfill IT staffing requirements for several Fortune 500 clients in the Austin area. We currently subscribe to numerous job posting sites and can quickly access our own internal state-of-the art database of over 300,000 IT professionals to find a qualified candidate.

We take proactive measures to learn as much as possible about how we can increase our business as a HUB vendor for the State. We regularly attend State procurement seminars (including HUB) and have met with CIOs, IRMs and purchasing managers from a variety of state agencies. Moreover, we have a refined internal process in place to quickly and effectively fulfill IT staffing services solicitations. As an active HUB vendor, certified by the State of Texas, we can assist the various State agencies in meeting their HUB targets.

Below is an overview of the personnel that will be responsible for the successful fulfillment of this contract:

Kannan Kaliyur, our CEO, will oversee the management of the contract including: marketing the contract, dispute settlement with the DIR customer (if any), providing performance updates to DIR regarding ConnectTel's performance under the ITSAC terms and conditions, and providing accurate and timely reports as required.

VP of Product Development and Partner, Vikram Bhavsar will bring vision and tenacity to State projects. With a BE in Electrical Engineering, Bhavsar has an analytical background that has helped ConnectTel with its product and tools development. He has close to 18 years of experience in the software industry. His engineering background and his "never-quit" attitude has helped his team solve some very complex problems. A software design engineer with a strong background in Microsoft technologies, network communication, embedded systems and object oriented applications, Bhavsar is able to provide the leadership and technical support needed for tackling many customer projects. He has managed accounts with Sears, SBC, AMD, and Dresser Wayne to name a few.

Dedicated Sourcing Team

Currently, ConnectTel Inc. has a nine member dedicated sourcing and recruiting team. They have extensive experience working DIR ITSAC requirements, understand the processes, and have streamlined our procedures to be accurate and responsive.

We have all the equipment, supplies, materials, resources, certifications, experience, processes, and employees in place to perform this entire contract.

SECTION 4 AFFIRMATION

As evidenced by my signature below, I affirm that I am an authorized representative of the respondent listed in SECTION 1, and that the information and supporting documentation submitted with the HSP is true and correct. Respondent understands and agrees that, if awarded any portion of the requisition:

- The respondent will provide notice as soon as practical to **all** the subcontractors (HUBs and Non-HUBs) of their selection as a subcontractor for the awarded contract. The notice must specify at a minimum the contracting agency's name and its point of contact for the contract, the contract award number, the subcontracting opportunity they (the subcontractor) will perform, the approximate dollar value of the subcontracting opportunity and the expected percentage of the total contract that the subcontracting opportunity represents. A copy of the notice required by this section must also be provided to the contracting agency's point of contact for the contract no later than ten (10) working days after the contract is awarded.
- The respondent must submit monthly compliance reports (Prime Contractor Progress Assessment Report – PAR) to the contracting agency, verifying its compliance with the HSP, including the use of and expenditures made to its subcontractors (HUBs and Non-HUBs). (The PAR is available at <http://www.window.state.tx.us/procurement/prog/hub/hub-forms/progressassessmentrpt.xls>).
- The respondent must seek approval from the contracting agency prior to making any modifications to its HSP, including the hiring of additional or different subcontractors and the termination of a subcontractor the respondent identified in its HSP. If the HSP is modified without the contracting agency's prior approval, respondent may be subject to any and all enforcement remedies available under the contract or otherwise available by law, up to and including debarment from all state contracting.

- The respondent must, upon request, allow the contracting agency to perform on-site reviews of the company's headquarters and/or work-site where services are being performed and must provide documentation regarding staffing and other resources.

Signature on file

Kannan Kaliyur

CEO

04/14/2013

Signature
(mm/dd/yyyy)

Printed Name

Title

Date

REMINDER:

- If you responded “**Yes**” to **SECTION 2, Items c or d**, you must complete an “HSP Good Faith Effort - Method A (Attachment A)” for each of the subcontracting opportunities you listed in SECTION 2, Item b.
- If you responded “**No**” **SECTION 2, Items c and d**, you must complete an “HSP Good Faith Effort - Method B (Attachment B)” for each of the subcontracting opportunities you listed in SECTION 2, Item b